

Anti-Bullying policy

Introduction

Wickersley Kids club recognises there is a need to safeguard the welfare of all those within the club community and to encourage a culture of co-operation, acceptance and harmony both within and outside of club.

We are committed to providing a caring, friendly and safe environment for all children so they can play in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at Wickersley kids club. If bullying does occur all incidents will be dealt with promptly and effectively. The club actively implements its antibullying policy and has clear pathways for reporting, which are known to all members of staff at the club. If a crime has been committed during the bullying incident, the Community Police Officer will be involved as appropriate. All reported incidents will be actioned by our Antibullying Co-ordinators Bethany Eaton or Hayley Green. We celebrate diversity and promote cohesion within our community.

What is Bullying?

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”

Bullying can be physical or emotional and it can take many forms (for example, cyber-bullying). Immediate physical safety and stopping violence are a priority; however, bullying can also occur because of prejudice against particular groups.

The Equalities Act 2010 aims to offer protection from Hate Crime in the form of discrimination, harassment and victimization. This covers 9 areas, 7 of which are pertinent to Children and Young People.

The 7 areas pertinent to C&YP are:

- disability
- gender
- gender reassignment / transgender identity
- race
- faith
- sexual orientation/sexuality
- pregnancy/maternity

The two areas which do not specifically affect C&YP are Age and Marriage/civil partnerships, although these should be explored within the curriculum, for example in PSHE.

Some of the reasons pupils may be bullied link to the above areas covered by the Equalities Act 2010 and are as follows:

- Race, religion or culture
- Special Education Needs or disability
- Appearance or health conditions
- Home circumstances and lifestyles including young carers and looked after children.
- Sexist or sexual bullying
- Gender
- Sexual orientation / Homophobic Bullying
- Transgender status / Transphobic bullying

The following are examples of bullying behaviours:

- **Verbal** e.g. *name-calling, making offensive comments, taunting*
- **Physical** e.g. *kicking, hitting*
- **Emotional** e.g. *spreading hurtful and untruthful rumours, excluding people from groups*
- **Cyber** e.g. *inappropriate texting/emailing, inappropriate use of MSN*
- **Written** e.g. *ridicule through drawings and writing e.g. on planners/PC's*
- **Incitement** e.g. *encouraging others to bully*
- **Extortion** e.g. *demands for money or personal property*
- **Damage to Property** e.g. *theft of bags, tearing clothes, ripping books*

This is by no means a comprehensive list of reasons and behaviours and some evolve at different times.

Impact of Bullying

Research confirms the destructive effects of bullying on young peoples lives. Some of the effects are:

- Low self esteem and poor self-worth
- Lack of confidence
- Anxiety
- Loss of identity
- Feelings of guilt
- Long term mental health difficulties

Some Signs of Bullying

- Reluctance to attend club/school
- Poor school performance
- Behaving out of character
- Missing or damaged belongings

- Self-harm
- Increased episodes of illness (real / imaginary)
- Unexplained bruises or injuries
- Lack of energy, lethargic These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and investigated.

Wickersley Kids club anti-bullying strategies

What we will do as a club

- Ensure the whole club has an understanding of bullying and its consequences
- Appoint a designated member of staff as anti-bullying officer. This is the antibullying co-ordinator Bethany Eaton or Hayley Green
- Ensure that there are clear and consistent pathways for reporting incidents of bullying which are known to all members of staff at the club.
- Implement a consistent system for recording incidents of bullying in line with RMBC guidelines. This file is kept in the Managers office.
- Develop a preventative approach to bullying. Children will be encouraged to recognise that not only do they have rights; the choices they make bring responsibilities.
- Review the anti-bullying policy annually in consultation with the whole club.
- Identify and make safe, areas in club where bullying could/has been known to occur.
- Be aware of factors which may cause some children to be more vulnerable than others.
- Work in partnership with the police should there be bullying incidents where a crime has been committed.
- Foster a clear understanding that bullying, in any form, is not acceptable.

This can be done by:

- Regular praise of positive and supportive behaviour by all staff.
- Work in club which develops empathy and emotional intelligence.
- Any incidents are treated seriously and dealt with immediately.
- If a child is found to be the victim of bullying outside club then help and support will be offered and advice given on how to avoid further incidents in future. The victim's and perpetrators parents will be informed.

How we will work with victims of bullying

- Ensure that there are clear pathways for reporting bullying.
- Ensure that victims are listened to by the Manager.
- Ensure that strategies are put in place to support individual needs
- Ensure victims are consulted, and kept involved and informed

How we will work with those accused of bullying

- Ensure that perpetrators are listened to by the Managers.
- Ensure that strategies are put in place to support individual needs
- Ensure perpetrators are consulted, and kept involved and informed
- Implement appropriate sanctions and learning programmes for example:
 - counselling/instruction in alternative ways of behaving
 - rewards/positive reinforcement for young people in order to promote change and bring unacceptable behaviour under control
 - adult mediation between the perpetrator and the victim (provided this is safe for the victim)
 - fixed periods of exclusion
 - permanent exclusion (in extreme cases which may involve violence)

How we will work with bystanders

- Ensure that they are listened to by the Managers.
- Ensure that strategies are put in place to support individual needs
- Implement appropriate learning programmes and awareness raising about the impact of bystanders.

Strategies we may use include

- Learning Mentor support
- Circle Time
- Peer mentoring
- Peer mediation
- Circle of Friends
- Support from external agencies eg Rotherham Mind, Anti-Bullying Development Officer.
- Participation in Anti-Bullying Week/Friendship weeks.

How will we work with parents and carers

By ensuring that:

- there are clear pathways for parents/carers to report incidents of bullying, including who to actually report the concern to. Parents should first report the bullying to the antibullying officer.
- Every opportunity is given to parents/carers to share their concerns.

Where a parent/carer is dissatisfied with the clubs handling of a situation then the manager will seek to resolve the situation informally. In the event of a formal complaint then the clubs agreed complaints procedure will be invoked.

How we will support staff

We will ensure appropriate agencies contact details who can support staff are

available for example in the staff handbook and/or section of club website and on notice boards in the office e.g. Westfield Counselling Helpline 0800 092 0987, Human Resources and Union Representatives. Cyberbullying of staff from within the club should be reported via the CEOP link (reporting symbol)